



Statistique
Canada

Statistique
Canada

Census

78-135
C.4



FOCUS ON CANADA

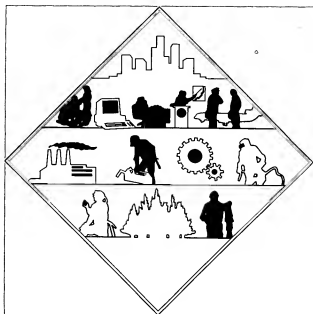
Catalogue no. 135

**TRENDS IN OCCUPATION
AND INDUSTRY**

Canada



TRENDS IN OCCUPATION AND INDUSTRY



by Irving Silver

Published under the authority of the Minister of Regional Industrial Expansion.

© Minister of Supply and Services Canada, 1989

Extracts from this publication may be reproduced for individual use without permission provided the source is fully acknowledged. However, reproduction of this publication in whole or in part for purposes of resale or redistribution requires written permission from the Programs and Publishing Products Group, Acting Permissions Officer, Crown Copyright Administration, Canadian Government Publishing Centre, Ottawa, Canada K1A 0S9.

September 1989

Price: Canada, \$10.00
Other Countries, \$11.00

Catalogue 98-135

ISBN 0-660-54027-4

Ottawa

PREFACE

The 1986 Census of Canada provided, as did all the previous censuses, a rich source of information on individual, family and household characteristics of Canadians. The census data allow individual researchers as well as academic, business, cultural, social and governmental organizations to undertake in-depth enquiries and analyses on those social issues which interest and concern them.

This study is part of the 1986 Focus on Canada Series. The series is a modest effort by Statistics Canada to provide overviews of a wide variety of subjects on which the 1986 Census collected information. The studies have been written by experts, both inside and outside Statistics Canada, in non-technical language supported by simple tables and attractive charts. The topics include demographic characteristics (population, families, farmers, youth, seniors, the disabled), socio-cultural characteristics (ethnicity, language, education), and economic characteristics (women in the labour force, affordability of housing, occupational trends, employment income, family income).

The present study on "Trends in Occupation and Industry" was authored by Irving Silver of IRS Associates of Ottawa.

I would like to express my appreciation to the authors, to the reviewers and to the staff of the Bureau involved in managing and producing this series.

We hope that the studies in the Focus on Canada Series will not only provide Canadians with very useful information on various facets of Canadian society, but will also be an inducement for them to undertake further research on the topics.

Ivan P. Fellegi
Chief Statistician of Canada

TABLE OF CONTENTS

	Page
HIGHLIGHTS	7
INTRODUCTION	9
Chapter 1. Overview	11
Industry-occupation Structure	13
Industries	14
Occupations	15
Differences in Male and Female Employment Characteristics	16
Chapter 2. Growth of Individual Industries and Occupations	19
Industries	19
Occupations	20
Chapter 3. Changes in the Industry-occupation Structure	23
Chapter 4. Women in the Labour Force	27
Chapter 5. Age Profile	31
Chapter 6. Major Labour Markets	33
Industries	33
Occupations	33
Growth Relative to Canada	33
Specialization	36
CONCLUSION	37

TABLE OF CONTENTS - Concluded

LIST OF TABLES	Page
1. Distribution (Number and Percentage) of Total Experienced Labour Force by Industry and Occupation, for Canada, 1986	13
2. Total Experienced Labour Force by Industry, Showing Percentage Distribution by Industry and by Sex, for Canada, 1986	14
3. Total Experienced Labour Force by Occupation, Showing Percentage Distribution by Occupation and by Sex, for Canada, 1986	16
4. Percentage Distribution of Total Experienced Labour Force by Occupation Within Industry, for Canada, 1971, 1981 and 1986	24
5. Percentage Distribution of Total Experienced Labour Force by Industry Within Occupation, for Canada, 1971, 1981 and 1986	25
6. Percentage Distribution of the Total Experienced Labour Force by Sex and Age Groups, for Canada, 1971, 1981 and 1986	31
7. Percentage Distribution of the Total Experienced Labour Force by Occupation and Age Groups, for Canada, 1971, 1981 and 1986	32
8. Total Experienced Labour Force by Industry, Showing Number, Percentage Distribution and Ratio of Number to Industry Total, for Montréal, Toronto and Vancouver, 1971, 1981 and 1986	34
9. Total Experienced Labour Force by Occupation, Showing Number, Percentage Distribution and Ratio of Number to Occupation Total, for Montréal, Toronto and Vancouver, 1971, 1981 and 1986	35
 LIST OF CHARTS	
1. Annual Growth Rates by Industry for Total Experienced Labour Force, for Canada, 1971-1981 and 1981-1986	19
2. Annual Growth Rates by Occupation for Total Experienced Labour Force, for Canada, 1971-1981 and 1981-1986	20
3. Percentage Distribution of Female Experienced Labour Force by Industry, for Canada, 1971, 1981 and 1986	28
4. Percentage Distribution of Female Experienced Labour Force by Occupation, for Canada, 1971, 1981 and 1986	29

HIGHLIGHTS

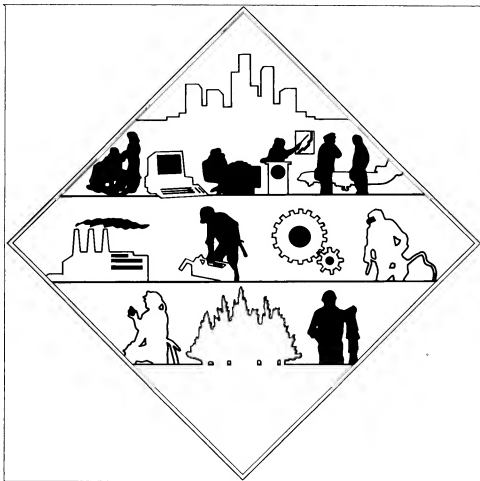
- Over 12 million Canadians were at work in 1986.
- Two-thirds of all workers were in the *Service industries*, less than one-quarter in *Manufacturing and construction industries* and the remainder in the *Primary industries* — agriculture, fishing, trapping, forestry and mining.
- Among occupations, 40% of workers were in *Clerical, Sales and Service* jobs. The *Managerial and professional* and the *Processing and fabricating occupations* each accounted for about one-quarter of the total.
- In 1986, women represented nearly 43% of the experienced labour force. They were concentrated in only a few types of jobs, such as teaching, nursing, office-related jobs and retail sales positions.
- The industries with the highest growth rates over the period 1971 to 1986 were *Business, Consumer and Social services*. Services as a whole grew more rapidly than did the goods-producing industries.
- Among the occupations, the *Managerial, administrative* and the *Professional* groups grew at the fastest rates.
- The two major contributors to growth in the labour force have been growth in population of working age and an increasing rate of participation in the labour force by women.
- The age structure of the working population — its distribution among age categories — has been drastically shifted. For the labour force as a whole, there has been a growing bulge in the middle years.
- Three metropolitan areas — Montréal, Toronto and Vancouver — account for one-third of Canadian employment. Montréal's specialization in *Manufacturing* and in *Business and Distributive services* has declined over the entire 1971 to 1986 period; whereas Toronto's and Vancouver's degrees of specialization in these industries, after initial declines in the 1971 to 1981 decade, had rebounded by 1986.

INTRODUCTION

The growth and the changing pattern of jobs in which Canada's labour force is occupied is an important aspect of the study of our economy. Over time, the conditions which govern production and trade change. The pattern of jobs must change with them if Canada is to maintain its high standard of living. In this study, we look at the pattern of employment by industry and occupation — two dimensions which reveal a great deal about what kind of work people are doing. This report will examine both the current pattern and changes in the pattern during the 15-year period spanned by three censuses — 1971, 1981 and 1986. Data used in this study are based on the 1971 Occupational Classification Manual, the 1970 Standard Industrial Classification and the 1971 labour force definition.

Over the period 1971 to 1986 there have been several important developments that have affected the pattern of jobs. During the 1970s there was rapid growth in the labour force. The pace of growth has since slowed considerably. There has been a shift, common to all industrialized economies, from the production of goods to the production of services. International trade patterns have changed. There have been changes and improvements in the methods by which many goods and services are produced, requiring new sets of skills and in some cases reducing the need for workers. Women entered the labour force in unprecedented numbers during the 1970s. There remains the question of the extent to which they will break away from the traditional kinds of jobs they have held. Much of the Canadian work-force is located in a few large urban areas. Their share in economic activity is associated with the shifting, over time, of the pattern of production among industries and with it, among occupations.

OVERVIEW



OVERVIEW

Industry-occupation Structure

There were over 12 million Canadians at work in 1986.¹ Their numbers in the major industry and occupation categories are shown in Table 1. Each of the categories covers a wide range of specific occupations and industries, but the table gives us an overview of how those 12 million workers are distributed. The *Primary industries* include *farming, fishing, trapping, forestry and mining*. The *Secondary industries* include *Manufacturing and Construction*. One way to define the *Services* is as those industries which do not extract, process, fabricate or otherwise change the shape or composition of

material goods. Some of the services, though, are concerned with moving (*Transportation*), distributing to re-sellers or consumers (*Wholesale trade and Retail trade*) or producing information (*Advertising*) about such goods. Three broad classes of occupations are shown in Table 1. Of the first two classes — *Managerial, administrative and professional*, and *Clerical, sales and service* — most are associated with jobs in offices, stores, hospitals, schools and universities. The remaining occupations — *Farming and resource extraction, processing and fabricating* — are found mainly in jobs on farms, in mines and

¹ The figures used in this study pertain to "the experienced labour force". As defined for the census, persons fall in this classification if they were at work at the time of the census or, if not, had last worked during the census year or the year preceding and were on temporary lay-off, about to start a new job or looking for work.

Table 1. Distribution (Number and Percentage) of Total Experienced Labour Force by Industry and Occupation, for Canada, 1986

		Occupation					
		Total	Managerial, administrative and professional	Clerical, sales and service	Farming and resource extraction	Processing, fabricating and related	Other
TOTAL	'000	12,783.5	3,057.8	5,148.9	732.5	3,209.0	635.3
	%	100.0	23.9	40.3	5.7	25.1	5.0
Primary	'000	845.9	68.8	60.3	616.0	89.6	11.3
	%	6.6	0.5	0.5	4.8	0.7	0.1
Manufacturing, construction	'000	2,885.9	374.4	466.2	53.2	1,895.1	97.1
	%	22.6	2.9	3.6	0.4	14.8	0.8
Services	'000	8,639.8	2,600.9	4,590.9	62.0	1,203.7	182.3
	%	67.6	20.3	35.9	0.5	9.4	1.4
Other	'000	411.8	13.6	31.6	1.4	20.6	344.6
	%	3.2	0.1	0.2	0.0	0.2	2.7

Source:
1986 Census of Canada, unpublished data.

other natural resource-based activities, in factories and at construction sites. Well over two-thirds of all Canadian workers are in the *Service industries*. The *Primary industries*, which, even into the early years of the 20th century, accounted for the bulk of employment in Canada had shrunk to less than 7% of the total by 1986. The *Manufacturing and Construction industries* employed less than one-quarter of all workers.

At a greater level of detail than is shown in the table, the *Sales occupations* within the *Consumer services industry* (a component of the *Services industry*)

account for just under 800,000 workers. *Clerical, sales and service* workers, combined, amount to 2.3 million in this industry.

Industries

Table 2 allows a closer, more detailed look at how the labour force is distributed among industries, how these distributions have changed over time, as well as the differences in the kinds of jobs held by male and by female workers. Each cell in the table consists of three figures. The first is the number of

Table 2. Total Experienced Labour Force by Industry, Showing Percentage Distribution by Industry and by Sex, for Canada, 1986

Industry		Total	Male	Female
TOTAL	No.	12,783,510	7,316,990	5,466,520
Percentage distribution by sex	%	100.0	57.2	42.8
Percentage distribution by industry	%	100.0	100.0	100.0
Primary	No.	845,945	654,495	191,450
Percentage distribution by sex	%	100.0	77.4	22.6
Percentage distribution by industry	%	6.6	8.9	3.5
Manufacturing	No.	2,153,965	1,523,045	630,920
Percentage distribution by sex	%	100.0	70.7	29.3
Percentage distribution by industry	%	16.8	20.8	11.5
Construction	No.	731,940	656,770	75,170
Percentage distribution by sex	%	100.0	89.7	10.3
Percentage distribution by industry	%	5.7	9.0	1.4
Distributive services	No.	1,526,985	1,122,815	404,170
Percentage distribution by sex	%	100.0	73.5	26.5
Percentage distribution by industry	%	11.9	15.3	7.4
Business services	No.	1,267,125	598,170	668,955
Percentage distribution by sex	%	100.0	47.2	52.8
Percentage distribution by industry	%	9.9	8.2	12.2
Consumer services	No.	3,011,700	1,381,300	1,630,395
Percentage distribution by sex	%	100.0	45.9	54.1
Percentage distribution by industry	%	23.6	18.9	29.8
Social services	No.	1,883,905	580,675	1,303,225
Percentage distribution by sex	%	100.0	30.8	69.2
Percentage distribution by industry	%	14.7	7.9	23.8
Public administration and defence	No.	950,110	569,535	380,575
Percentage distribution by sex	%	100.0	59.9	40.1
Percentage distribution by industry	%	7.4	7.8	7.0
Other	No.	411,835	230,185	181,650
Percentage distribution by sex	%	100.0	55.9	44.1
Percentage distribution by industry	%	3.2	3.1	3.3

Source:

1986 Census of Canada, unpublished data.

workers in the specific category. The second figure is the same number of workers as a percentage of total workers in the industry. The third figure is the same number of workers as a percentage of the total workers, whether both sexes combined, male or female, in the labour force. For example, according to Table 2, there were 1,523,045 males employed in *Manufacturing* at the time of the 1986 Census. They represented 70.7% of *Manufacturing* employment and 20.8% of total male workers in all Canadian industries combined.

The industry categories shown in Table 2 will be used in the remainder of this study. Some of them (e.g., *Primary industries*) have already been defined and others (e.g., *Manufacturing*) are probably familiar to most readers. These categories are defined below in terms of their main constituents. Note that some of the classifications are regroupings of those used in the census statistical publications.

Industries:

1. Commodities-producing Industries

Primary: Agriculture; Forestry; Fishing and trapping; and Mines, quarries and oil wells

Manufacturing: "Non-durable" manufactures — Food and beverages; Leather and leather products; Textiles; etc.; and "Durable" manufactures — Metal fabricating; Electrical products; Chemicals and chemical products; etc.

Construction: General contractors and Special-trade contractors

2. Service-producing Industries

Distributive: Transportation; Communication; Utilities (water, gas, etc.); Storage; and Wholesale trade

Business: Services to business management; and Finance, insurance and real estate

Consumer: Retail trade; Accommodation and food services; Personal services; Amusement and recreation; and Miscellaneous services

Social: Education and related; Health and welfare; and Religious organizations

Public administration and defence: Federal, Provincial and Local administration; and Armed Forces and related civilian agencies

It is clear that, even at this level of detail, some of these groupings contain very disparate industries.

As shown in Table 2, *Consumer services* is the largest single industry of employment. Except for *Manufacturing*, all the other very large groupings — each with over one million employees — are in the *Services* sector.

Occupations

Many occupations are closely associated with particular industries. For example, Farming is both an industry and an occupation. Other occupations are to be found in the Agriculture industry, however, such as a secretary for an agribusiness, who would be classified as *Clerical*. As shown in Table 3, nearly two-thirds of the labour force are in occupations not directly associated with goods production — *Managerial and administrative*, *Professional*, *Clerical*, *Sales* and *Service* workers. They are nearly identical with the two-thirds of the labour force shown in Table 1 as being in the *Service industries*. Similarly, the nearly 6% of the work force in *Farming and resource extraction occupations* are predominantly found in the *Primary industries*; while those in *Processing, fabricating and related occupations*, one-quarter of the total labour force, are mainly in the *Manufacturing and Construction industries*.

The occupational categories being used in this study can be defined in terms of their individual components, as follows:

- *Managerial and administrative:* Government officials and administrators; Other managers and administrators; and Related occupations (accountants, etc.)
- *Professional:* Natural sciences, engineering and mathematics; Social sciences; Religion; Teaching; Arts, literature and performance; Sports and recreation; and Medicine and health
- *Clerical:* Stenographic; Bookkeeping; Library; and others
- *Sales:* Commodities sales; and Service sales
- *Service:* Protective service; Food and beverage preparation; Lodging occupations; and others

- *Farming and resource extraction:* Farming; Fishing and trapping; Forestry and logging; and Mining and quarrying
- *Processing, fabricating and related:* Processing — Mineral ore treating; Metal processing; Chemicals, petroleum, rubber, plastic and related materials processing, etc.; Machining; Product fabricating, assembling and repairing; Construction; Transport equipment operating; Materials handling; and Other crafts and equipment operating

As with the industry categories shown previously, some of these groupings are very heterogeneous.

Among occupations, *Processing, fabricating and related occupations* is the single largest group with over three million workers. The *Professional* and *Clerical* categories each have in excess of two million workers.

Differences in Male and Female Employment Characteristics

In 1986, women represented nearly 43% of the experienced labour force. Their distribution among occupation and industry groups was much different from that of men, as can be seen by comparing the

Table 3. Total Experienced Labour Force by Occupation, Showing Percentage Distribution by Occupation and by Sex, for Canada, 1986

Occupation		Total	Male	Female
TOTAL	No.	12,783,510	7,316,990	5,466,520
Percentage distribution by sex	%	100.0	57.2	42.8
Percentage distribution by occupation	%	100.0	100.0	100.0
Managerial and administrative	No.	1,008,990	684,670	324,325
Percentage distribution by sex	%	100.0	67.9	32.1
Percentage distribution by occupation	%	7.9	9.4	5.9
Professional	No.	2,048,785	940,515	1,108,260
Percentage distribution by sex	%	100.0	45.9	54.1
Percentage distribution by occupation	%	16.0	12.9	20.5
Clerical	No.	2,260,130	483,555	1,776,570
Percentage distribution by sex	%	100.0	21.4	78.6
Percentage distribution by occupation	%	17.7	6.6	32.5
Sales	No.	1,267,395	722,885	544,515
Percentage distribution by sex	%	100.0	57.0	43.0
Percentage distribution by occupation	%	9.9	9.9	10.0
Service	No.	1,621,375	751,670	869,700
Percentage distribution by sex	%	100.0	46.4	53.6
Percentage distribution by occupation	%	12.7	10.3	15.9
Farming and resource extraction	No.	732,525	594,165	138,365
Percentage distribution by sex	%	100.0	81.1	18.9
Percentage distribution by occupation	%	5.7	8.1	2.5
Processing, fabricating and related	No.	3,209,030	2,720,880	488,155
Percentage distribution by sex	%	100.0	84.8	15.2
Percentage distribution by occupation	%	25.1	37.2	8.9
Other	No.	635,290	418,655	216,630
Percentage distribution by sex	%	100.0	65.9	34.1
Percentage distribution by occupation	%	5.0	5.7	4.0

Source:
1986 Census of Canada, unpublished data.

bottom figures in each cell of the second and third columns of Tables 2 and 3. Over half of all female workers are accounted for by two industries: *Consumer services* (29.8%) and *Social services* (23.8%). These industries also contribute heavily to the large percentages of female workers found in the *Professional, Clerical, Sales and Service occupations* (see Table 3). This concentration reflects the predominance of women in relatively few types of jobs which, however, employ very large numbers. Included among *Professionals* in the *Social services industry* are school teachers and school administrators, social workers and nurses. The large shares of women in the *Clerical, Sales and Service occupations* include secretarial, bookkeeping and other, primarily office-related jobs, as well as retail sales positions. For all industries, the women employed in *Clerical, Sales and Service occupations* account for over half of total female employment.

For men, by contrast, the distribution among industries and occupations is much more even. The largest single industry is *Manufacturing*, with 20.8% of the total workers. *Consumer services* is a close second with 18.9%. The largest occupation category is *Processing, fabricating and related occupations* with 37.2% of the male labour force. None of the other categories accounts for more than 13%. Nearly one million, or 13.6% of male workers are employed in the *Processing, fabricating and related occupations* within *Manufacturing*. This group includes mill hands, machinists, bakers, mechanics, welders, lathe operators and a host of other job types found in manufacturing plants. The *Processing, fabricating and related occupations* group is also found in large numbers in *Construction* and in the *Distributive services*. The latter includes such jobs as truck, taxi and bus drivers and railway operating personnel. Each of the other industry/occupation groups amounted to less than 5% of the total work force.

GROWTH OF INDIVIDUAL INDUSTRIES AND OCCUPATIONS

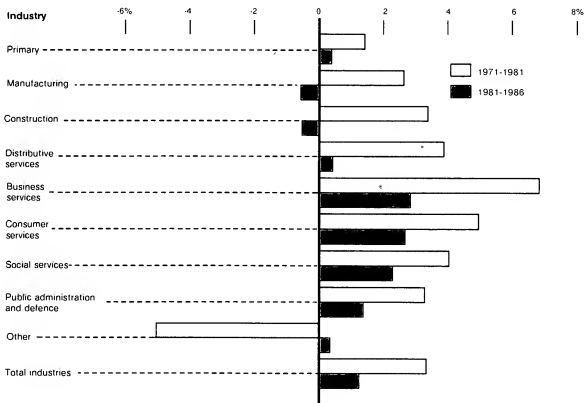
Industries

There have been large shifts in the structure of industry in the period 1971 to 1986.

Chart 1 shows the average annual growth rates of employment by major industry groups between 1971 and 1981 and between 1981 and

1986. These groups grew at very different rates. For all industries, the rate of growth since 1981 has been much lower than during the 1971 to 1981 decade. For *Manufacturing* and for *Construction*, growth has been negative for the later period, i.e. there was a

Chart 1. Annual Growth Rates by Industry for Total Experienced Labour Force, for Canada, 1971-1981 and 1981-1986



Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

decline, between 1981 and 1986, in numbers employed. In the *Primary industries* and the *Distributive services industries*, the rate of growth was barely above zero. While the growth rates of each of the industries declined from the earlier to the later period, *Business*, *Consumer* and *Social services* continued, in that order, to be the leaders with annual rates above 2%. Their growth rates (compounded) in 1971 to 1981 had ranged from 7% down to 4% per annum.

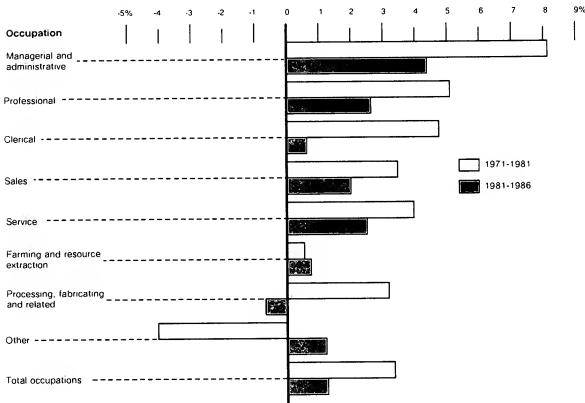
These differences in growth rates have resulted in a considerable change in the mix of jobs by industry. Levels of employment for 1971, 1981 and 1986 by industry may be found in Table 8. The most notable shift was toward the *Services* sector and away from the goods-producing sector of the economy. The goods-producing sector includes the *Primary industries*, *Manufacturing* and *Construction*. While overall employment increased by about half over the entire 1971 to 1986 period, the labour force in the services, including both the private and government sectors, increased by more than half — the actual increase was about 60%. Within the *Services*

sector, growth rates varied widely, however. *Business services* grew by 123%, *Consumer services* by 86% and *Social services* by 67%. All other service industry groups grew at rates closer to the 48% rate of the overall economy. At the same time, the goods-producing industries, while as a whole growing in size, decreased as a share of total employment. In 1971, their share was 37% versus 63% for services (not counting the "Other" category). By 1981, their share was 33% compared to 67% for services and by 1986, 30% versus 70%. Although *Manufacturing* grew by over one-quarter in numbers employed, its share of the labour force dropped from 20% to 17%.

Occupations

Trends in the individual occupational groupings are closely related to the main industries in which they are concentrated. The *Managerial and administrative*, *Professional* and *Clerical* occupations were the growth leaders in the 1971 to 1981 decade, as can be seen in Chart 2. The *Managerial* and

Chart 2. Annual Growth Rates by Occupation for Total Experienced Labour Force, for Canada, 1971-1981 and 1981-1986



Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

Professional groups continued with strong growth relative to the others, but at reduced rates, in the 1981 to 1986 period, while the growth rate in the *Clerical occupations* which was high between 1971 and 1981 declined sharply. The *Sales and Service* categories' growth held up relatively well. *Farming* actually increased slightly, while *Processing* changed from positive growth to a decline in numbers.

Trends in shares of occupations in total employment have also mirrored trends in employment by industry. *Processing and fabricating*, the single largest group, decreased from 28% of the total in 1971

to 25% by 1986. *Farming*, the other category related primarily to goods production also dropped in share, from 8% to under 6%. The *Managerial and administrative* group grew from 4% to nearly 8%, *Professionals* from less than 13% to 16%. The largest gainers in total numbers were *Clerical* workers, but the gain was concentrated almost entirely in the earlier 1971 to 1981 period. Their share of the total went from 16% to over 18% from 1971 to 1981, then actually decreased slightly to just under 18%. *Sales* remained almost constant at between 9% and 10% and *Services* grew slightly from 11% to nearly 13%.

CHANGES IN THE INDUSTRY-OCCUPATION STRUCTURE

Shifts in the structure of jobs by occupation and industry over the 1971 to 1986 period reflect two sources of influence. The first factor has been the shift in the relative amounts of goods and services produced by Canadian industry. Although the share of total consumption by Canadians accounted for by manufactured goods remained stable during most of the period, there has been a more recent trend in favour of the services. Canadian consumers have greatly increased their purchases of things like medical services, education and a host of goods and services requiring sales and servicing, such as television and audio equipment. Similarly, Canadian businesses have increasingly purchased the services of specialized business consultants and financial organizations and of technicians to service their computers, photocopy machines and other equipment. This changing composition of purchases has corresponded with a shifting composition in activity by the various industries. On this basis alone, we would expect to see changes in the occupational structure, because different industries have different patterns of job characteristics.

A second, more continuous and probably greater influence in altering the pattern of jobs has been the replacement of older by newer techniques for producing goods and services. This process of replacement brings with it changes in requirements both for numbers of workers and for job skills. Such changes happen for one of two reasons. First, wages — the price of labour — may change, over time, by more or less than the prices of other resources used in production. If labour becomes more expensive relative to machinery, producers will tend to alter their productive processes to utilize more machinery relative to the number of workers they employ. If one kind of labour becomes relatively less expensive than another, producers will tend to change their processes so as to use more of the less expensive type of labour. Second, over time, production becomes more efficient. New methods are introduced, workers receive better training on and off the job and the materials and equipment used in production become better suited to the purpose. These changes result in increased productivity, i.e. in more goods and services being produced per worker.

Tables 4 and 5 show the effects of these two types of influence on the distribution of employment by occupation and industry over the period 1971 to 1986. Table 4 presents the proportion of workers in each industry by their occupational groups. Table 5 shows how the workers in each occupational group are distributed over the industry categories.

The single most striking general trend apparent from Table 4 is the decline in the proportions of total workers in *Farming and resource extraction* and in *Processing and fabricating* as *Managerial and administrative*, *Professional* and, to a lesser extent, *Clerical, Sales and Service occupations* increase their proportions. The trend has, with few exceptions, been spread across industries. In nearly all cases, trends in individual industries for 1971 to 1981 have continued in the more recent 1981 to 1986 period. The *Public administration and defence industry*, i.e. government, is particularly striking in its proportional gain in *Managerial and administrative* and in *Professional* jobs, with decreasing shares represented by its *Service and Processing and fabrication* workers.

Table 4 shows, for all industries combined, the growth in the proportions of the labour force in all the "white collar" occupations and the decline in the "blue collar" occupations. Furthermore, the strongest growth has been in the white collar occupations most closely associated with training and experience — *Managerial and administrative* and *Professional*. This pattern is consistent for nearly all of the individual industries, with no striking exceptions.

The proportions of *Sales* workers in *Consumer services* and of *Clerical* workers in *Business services* have declined throughout the 1971 to 1986 period. The former trend is a reflection both of the spread of the supermarket approach, with its emphasis on self-service, from food to other kinds of consumer products and of the growth of owner-operated businesses. The latter trend is associated with increasing office automation, with its replacement of secretarial and other clerical personnel by more efficient office machinery, including computerized systems.

Table 4. Percentage Distribution of Total Experienced Labour Force by Occupation Within Industry, for Canada, 1971, 1981 and 1986

		Occupation								
Industry		Total	Managerial and administrative	Professional	Clerical	Sales	Service	Farming and resource extraction	Processing, fabricating and related	Other
	Year	%								
TOTAL	1971	100.0	4.3	12.7	15.9	9.5	11.2	7.7	28.2	10.5
	1981	100.0	6.8	15.0	18.2	9.5	11.9	5.9	27.7	5.0
	1986	100.0	7.9	16.0	17.7	9.9	12.7	5.7	25.1	5.0
Primary	1971	100.0	1.0	2.9	2.7	0.4	1.0	80.9	9.6	1.5
	1981	100.0	2.5	5.0	5.0	0.6	1.1	72.8	11.8	1.2
	1986	100.0	3.0	5.1	5.4	0.7	1.1	72.8	10.6	1.3
Manufacturing	1971	100.0	4.0	5.3	13.6	6.5	2.3	1.1	61.9	5.3
	1981	100.0	6.6	5.9	12.5	4.4	1.8	1.1	64.6	3.2
	1986	100.0	8.0	6.8	12.0	4.5	1.7	1.0	62.3	3.8
Construction	1971	100.0	3.1	2.4	5.6	1.2	1.2	3.0	80.1	3.5
	1981	100.0	5.7	2.5	7.9	1.2	1.0	3.1	76.7	1.9
	1986	100.0	5.6	2.2	7.8	1.3	1.1	4.3	75.6	2.2
Distributive services	1971	100.0	4.8	4.5	26.6	11.4	2.9	0.7	45.7	3.4
	1981	100.0	8.0	5.7	26.7	11.7	2.3	0.5	43.1	2.2
	1986	100.0	9.2	6.2	25.7	12.0	2.4	0.5	41.7	2.3
Business services	1971	100.0	14.0	12.6	45.0	15.9	6.7	0.3	3.7	2.0
	1981	100.0	16.5	16.0	42.1	14.2	5.8	0.3	3.8	1.3
	1986	100.0	18.3	16.9	37.6	14.9	6.2	0.3	4.4	1.4
Consumer services	1971	100.0	2.0	3.6	14.4	29.3	31.1	0.8	15.9	2.9
	1981	100.0	3.4	5.0	17.0	26.1	31.7	0.6	14.0	2.2
	1986	100.0	3.9	5.2	16.6	25.4	33.2	0.7	12.8	2.1
Social services	1971	100.0	4.3	62.4	13.0	0.3	14.0	0.4	3.2	2.4
	1981	100.0	4.6	63.4	13.8	0.2	13.1	0.3	3.0	1.6
	1986	100.0	5.5	63.8	13.8	0.2	11.9	0.3	2.7	1.7
Public adminis- tration and defence	1971	100.0	10.6	13.5	27.2	0.6	28.5	3.1	11.9	4.6
	1981	100.0	14.9	16.2	29.1	0.3	23.9	2.4	10.1	3.2
	1986	100.0	18.0	17.5	26.9	0.3	23.5	2.4	7.9	3.5
Other	1971	100.0	0.4	0.4	1.6	0.9	0.7	0.2	2.5	93.3
	1981	100.0	1.0	1.4	3.0	2.6	1.8	0.4	5.2	84.6
	1986	100.0	1.5	1.8	3.6	2.5	1.5	0.3	5.0	83.7

Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

Table 5. Percentage Distribution of Total Experienced Labour Force by Industry Within Occupation, for Canada, 1971, 1981 and 1986

Industry	Year	Occupation								
		Total	Managerial and administrative	Professional	Clerical	Sales	Service	Farming and resource extraction	Processing, fabricating and related	Other
		%								
TOTAL	1971	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1981	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1986	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Primary	1971	8.3	2.0	1.9	1.4	0.4	0.7	87.5	2.8	1.2
	1981	6.9	2.6	2.3	1.9	0.4	0.6	85.5	2.9	1.7
	1986	6.6	2.5	2.1	2.0	0.5	0.6	84.1	2.8	1.8
Manufacturing	1971	19.8	18.6	8.2	16.9	13.6	4.0	2.9	43.4	10.0
	1981	18.5	18.0	7.2	12.6	8.5	2.9	3.4	43.1	11.9
	1986	16.8	17.0	7.1	11.4	7.7	2.3	3.0	41.8	12.8
Construction	1971	6.2	4.5	1.2	2.2	0.8	0.7	2.4	17.7	2.1
	1981	6.3	5.3	1.1	2.7	0.8	0.5	3.3	17.4	2.4
	1986	5.7	4.0	0.8	2.5	0.8	0.5	4.3	17.2	2.5
Distributive services	1971	11.8	13.1	4.2	19.8	14.2	3.1	1.1	19.2	3.8
	1981	12.4	14.6	4.7	18.2	15.2	2.4	1.0	19.4	5.4
	1986	11.9	13.9	4.6	17.4	14.4	2.3	1.0	19.8	5.5
Business services	1971	6.6	21.3	6.5	18.5	11.0	3.9	0.3	0.9	1.2
	1981	9.2	22.3	9.8	21.2	13.6	4.5	0.5	1.3	2.4
	1986	9.9	23.0	10.5	21.1	14.9	4.8	0.6	1.7	2.8
Consumer services	1971	18.8	8.7	5.3	17.0	58.4	52.0	2.0	10.6	5.2
	1981	22.0	11.1	7.3	20.5	60.0	58.4	2.3	11.1	9.7
	1986	23.6	11.8	7.7	22.1	60.4	61.6	2.9	12.0	10.1
Social services	1971	13.1	12.9	64.5	10.7	0.4	16.3	0.7	1.5	3.0
	1981	14.0	9.4	59.2	10.6	0.3	15.4	0.8	1.5	4.5
	1986	14.7	10.2	58.7	11.5	0.3	13.9	0.9	1.6	5.0
Public administration and defence	1971	7.4	18.3	7.9	12.7	0.5	18.8	3.0	3.1	3.2
	1981	7.4	16.3	8.0	11.8	0.2	14.8	3.0	2.7	4.8
	1986	7.4	17.0	8.1	11.3	0.2	13.7	3.1	2.3	5.3
Other	1971	7.9	0.7	0.3	0.8	0.8	0.5	0.2	0.7	70.3
	1981	3.4	0.5	0.3	0.6	0.9	0.5	0.2	0.6	57.2
	1986	3.2	0.6	0.4	0.7	0.8	0.4	0.2	0.6	54.2

Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

To some extent, the growth of *Managerial and administrative* and of *Professional occupations* as a proportion of *Business services* employment is the other side of the automation coin, as these groups, which include managers, engineers and architects, among others, have been able to increase their own productivity with the aid of newer technology. By contrast with *Business services*, the share of *Clerical workers* in *Consumer services* has increased significantly, especially between 1971 and 1981. This increase reflects the need for personnel to operate the more centralized and more extensively used accounting, ordering and inventory systems. The most pronounced proportional adjustment has been the decline of the *Farming and resource extraction* occupation group as a share of *Primary industry* employment, reflecting the trend to larger scale production units and greater mechanization.

Table 5 shows that, for all occupations combined (first column), there has been a large increase in proportions of workers in the *Consumer services* and *Business services industries* and a smaller increase in *Social services*. Employment in the *Primary and Manufacturing industries* has declined as a share of the total. Other industries retained constant or nearly constant shares. *Business services* and *Consumer services*, the industries with the fastest growth rates, each shows an increasing share of the *Managerial and administrative occupation*. Among the industries with stable or declining shares of total employment, *Manufacturing* and *Public administration* decreased in their share of this occupation group. Although the *Social services industry* grew as a proportion of total employment, its share of the *Managerial and administrative* group also declined. *Professionals* have become much less concentrated in *Social services* as the result of their relatively rapid growth in *Business* and *Consumer services*.

The effects of office automation on *Clerical workers* are most apparent in the slower growing *Manufacturing, Distributive and Public administration industries*. The relatively rapid growth of *Business, Consumer and Social services* has more than compensated for displacement of this occupational category by more efficient methods of production.

The share of *Sales workers* employed in *Manufacturing* declined drastically, especially between 1971 and 1981. This decline is likely a symptom of technological progress in marketing resulting from better means of communication. One aspect of this development, as suggested by the increased proportions of *Sales workers* in *Business services*, is that many kinds of services formerly internal to manufacturing firms may now be performed by specialized service firms. In addition, a wealth of new types of services have recently developed in a very competitive environment.

The proportion of service personnel in *Public administration* has also declined sharply, probably because many of the services they had previously performed have been rendered obsolete by technological progress and because other services are now being purchased from the *Business service industry*.

Especially noteworthy is the 10 percentage-point jump, shown in Table 5, in *Service workers* as a share of total workers employed in *Consumer services*. This group covers a wide range of job types, including preparing and serving food in restaurants, cleaning and other jobs in hotels and motels, laundering and dry-cleaning, child care, etc. They have resisted the inroads of mechanization and automation which have prevailed in most other industries.

Overall, then, there have been large declines in the shares of *Processing and fabricating, Resource extraction* and like occupations in favour of those occupations more oriented to producing services. This adjustment has been facilitated by the rapid growth of the labour force over this period, particularly during the 1970s. Because of that rapid growth, persons entering the labour force for the first time could find work, either in new positions or in openings created by retirements, in the kinds of jobs which were expanding in numbers. The slow growth in *Processing, fabricating and related occupations* and the actual decline in number of workers in *Farming and resource extraction*, however, means that a greater share of the adjustment in these occupations was made through individual workers finding other employment.

WOMEN IN THE LABOUR FORCE

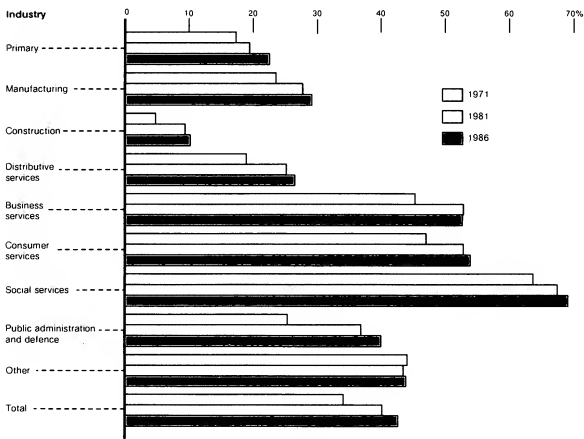
The two major contributors to the increase in the labour force have been the growth in population of working age and a rising rate of participation in the labour force by women. Between 1971 and 1981, the number of women in the labour force increased by 1.9 million, while the number of men increased by 1.5 million. Between 1981 and 1986, the increases were 600,000 for women and only 150,000 for men. The comparison between the two unequal periods 1971 to 1981 and 1981 to 1986 may be made clearer by basing it on annual averages. For men, the annual average growth was 150,000 between 1971 and 1981 and 15,000 between 1981 and 1986. For women, it was 190,000 from 1971 to 1981 and 60,000 between 1981 and 1986. The slow-down of labour force growth after 1981 was much less severe for women than for men. In both periods, the increase of women in the labour force, both in terms of numbers and of percentage rate of growth, was well above that of men. The number of women at work seems well on its way to equalling that of men. In 1961, only 29% of the experienced labour force were women. By 1971, the share was over 34%; by 1981 it was 40%; and in the succeeding years from 1981 to 1986, the share grew to nearly 43%.

The rapid growth of the white collar occupations — *Managerial and administrative, Professional, Clerical and Sales* — has been closely associated with increased labour force participation by women. In 1971, 42% of all women in the labour force were in one of five occupation-industry groups: *Professionals in Social services* (predominantly in

education); *Clerical, Sales and Service* personnel in *Consumer services*; and *Clerical* personnel in *Business services*. By 1986, the share of total female employment accounted for by these five groups had increased to 46%. The single largest group outside the *Services* sector has been the *Processing and fabricating occupations* in the *Manufacturing industry* (mainly processing jobs in the food and other soft-goods industries). The share of this category in total female employment fell from 7.7% to 6.3% between 1971 and 1986, although it grew in total numbers.

Although much of the growth of the female labour force has been in those types of jobs with which women have traditionally been associated, they have increased their share of employment in some industries and occupations where their numbers had been small relative to men. Chart 3 shows the female share of the labour force in each industry in the years 1971, 1981 and 1986. In the *Social services* category, women are clearly predominant, with a share of over 60%, and this share has been growing. In the *Business services* and *Consumer services* industries, their shares are slightly greater than their overall share of the labour force, but have remained almost unchanged between 1981 and 1986. In other sectors, including *Manufacturing, Construction, Distributive services* and *Public administration and defence*, women made substantial gains in their share of the total between 1971 and 1981; but their shares have increased little, if at all, since then. On the basis of these trends, it is *Primary industries, Social services* and *Public administration and defence* where the growing presence of women will be most marked.

Chart 3. Percentage Distribution of Female Experienced Labour Force by Industry, for Canada, 1971, 1981 and 1986

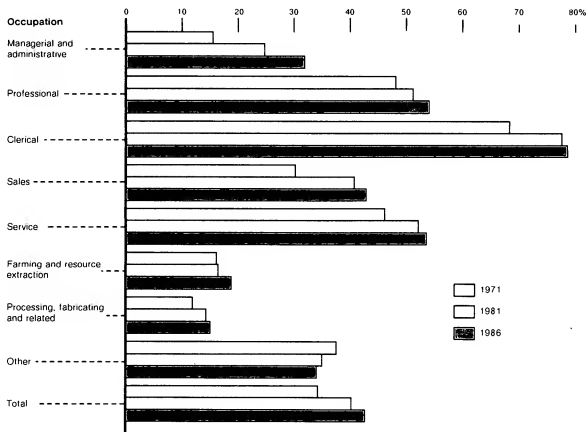


Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

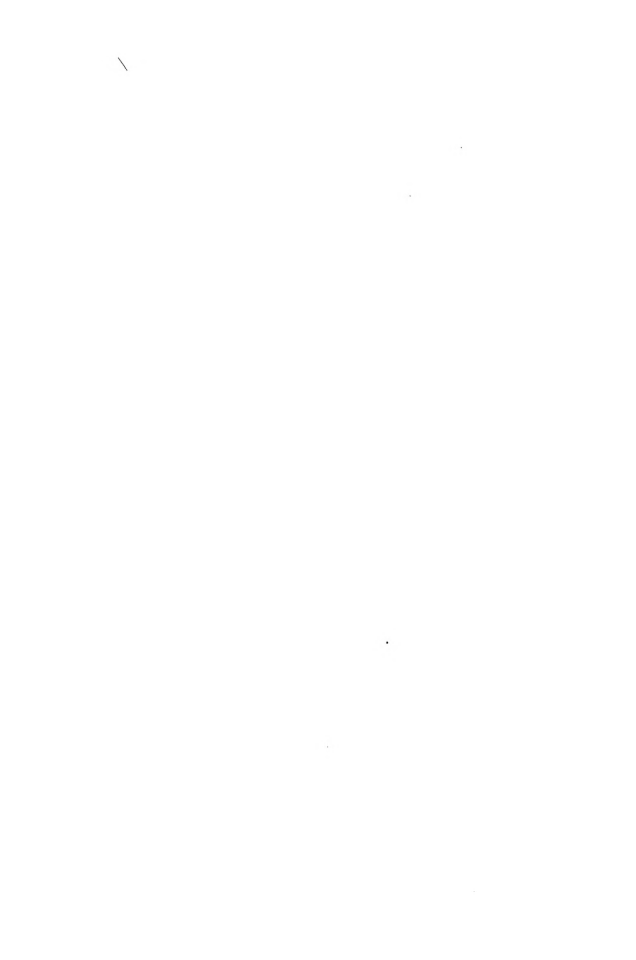
The growth in women's share of the labour force by occupation was spread across all the white collar occupations during the 1970s, as can be seen in Chart 4. Since 1981, however, it has been only the *Managerial and administrative* category in which the share of women has continued to grow substantially. While this category contains a large share of the executive positions in Canadian business and government, it also includes other management jobs of lower levels of responsibility and pay. It is not clear from the analysis whether women have made inroads into the "executive suite" in any substantial numbers.

The large influx of women to the Canadian labour force during the 1970s is attributable in part to their increasing rate of participation, i.e. the increasing proportion of women of labour force age who actually hold or are looking for jobs at any given time. About 1.4 million of the 1.9 million women who entered the labour force between 1971 and 1981 were 25 years of age and over in 1971. The highest rates of entry to the labour force have traditionally been in the under-25-year age group. This was an unprecedented movement by women beyond the normal ages of entry into the labour force and may be seen as a "catching-up" phenomenon related to greater social acceptance of the role of women as participating in gainful work outside the home.

Chart 4. Percentage Distribution of Female Experienced Labour Force by Occupation, for Canada, 1971, 1981 and 1986



Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.



AGE PROFILE

The second major contributing factor to the rapid increase in the size of the labour force during the 1970s is that persons, male and female, who were younger than labour force age, that is, under 15 years of age, in 1971 and entered the labour force for the first time in the period 1971 to 1981 amounted to nearly 3 million. These were the "baby boomers", born towards the end of the period of high birth rates from the late 1940s through the 1950s. By comparison, only about 900,000 workers aged 55 and over in 1971 appear to have retired during the decade. Thus, the overall size of the labour force was greatly increased. In addition, the age structure of the working population — its distribution among age categories — has altered substantially. These trends, in turn, have probably facilitated a significant shift in the distribution among types of occupation and industry of employment.

During the period 1981 to 1986, the trend towards increased participation by women who had previously reached working age has continued, but at a greatly reduced rate. About 10,000 women who had been 25 years of age or more in 1981 joined the experienced labour force during the subsequent

five years. By comparison, nearly 900,000 women of ages 25 and over in 1971 entered the labour force between 1971 and 1981. Meanwhile, the contribution of the population, male and female, reaching labour force age has been greatly reduced, during the period 1981 to 1986, 800,000 from the rate of 3 million for the full decade 1971 to 1981, the pattern being similar for male and for female workers. The "baby boom" has been absorbed. The children of those born during that period of high birth rates, who form a second but smaller "bulge" in the age profile of the population, are only now beginning to reach labour force age.

Table 6 shows the distribution of the total labour force, as well as the male and female components, by age group for the years 1971, 1981 and 1986. There are some striking differences between the figures for male and female workers. The proportion of women in the youngest age group, 15 to 24 years, has been much higher than the corresponding proportion for men; but the difference between the two is narrowing. In 1971, 31% of women in the experienced labour force were in this age group versus 22% of men. By 1986, the proportions were 24% for

Table 6. Percentage Distribution of the Total Experienced Labour Force by Sex and Age Groups, for Canada, 1971, 1981 and 1986

		Age groups				
Sex		Total	15-24 years	25-44 years	45-64 years	65 years +
	Year	%				
TOTAL	1971	100.0	25.1	42.9	29.0	3.0
	1981	100.0	25.4	47.5	25.1	2.0
	1986	100.0	21.4	52.4	24.5	1.7
Male	1971	100.0	22.1	44.7	29.9	3.2
	1981	100.0	23.0	47.6	27.1	2.3
	1986	100.0	19.8	51.7	26.4	2.1
Female	1971	100.0	30.8	39.3	27.3	2.6
	1981	100.0	28.8	47.4	22.3	1.5
	1986	100.0	23.6	53.3	22.0	1.2

Source:

1971, 1981 and 1986 Censuses of Canada, unpublished data.

women as against 20% for men. By contrast, the difference in proportions of women and men aged 45 to 64 years is increasing. The female proportion fell from 27.3% in 1971 to 22.0% in 1986, whereas the male proportion fell only from 29.9% to 26.4%. These trends reflect the entry, as we have noted, of large numbers of women in the 25-44-year age group. This age group, by 1986, represents a slightly higher proportion of total workers for women than it does for men.

There has been a growing concentration of workers in the middle years — ages 25 to 44. The share of the youngest age group, 15-24, remained stable during the 1971 to 1981 period, but it has since declined. The share of the older group, 45-64, has continued to decline. The relationship between numbers of workers in the 25 to 44 and 45 to 64-year age groups, in particular, may have important consequences for workers' mobility within firms, since the more senior positions tend to be held by

those in the older group. The fewer these older workers are in relation to the younger group, the less room there is for promotion into their ranks.

This point becomes even more obvious on examining Table 7, which shows the distribution among age categories by occupation. It is in the *Managerial and administrative* group and in the *Professional* group that the concentration in the single age category, 25 to 44 years, is greatest. The proportion of those of ages 45 to 64 in *Managerial and administrative* positions is also high relative to other occupations. This last result is to be expected, since many of these positions are obtained by working upwards in position in the firm or government department over the course of one's working career. The share of workers of ages 45 to 64 has dropped greatly, however, especially in the 1971 to 1981 period, and in contrast to the growth in the share of those 25 to 44 years of age in the same occupational group.

Table 7. Percentage Distribution of the Total Experienced Labour Force by Occupation and Age Groups, for Canada, 1971, 1981 and 1986

		Age groups				
Occupation		Total	15-24 years	25-44 years	45-64 years	65 years +
	Year			%		
TOTAL	1971	100.0	25.1	42.9	29.0	3.0
	1981	100.0	25.4	47.5	25.1	2.0
	1986	100.0	21.4	52.4	24.5	1.7
Managerial and administrative	1971	100.0	7.5	50.0	40.0	2.5
	1981	100.0	5.7	59.5	33.3	1.5
	1986	100.0	4.8	62.0	31.6	1.6
Professional	1971	100.0	23.2	52.3	22.5	1.9
	1981	100.0	16.1	61.4	21.1	1.4
	1986	100.0	13.1	63.6	21.9	1.4
Clerical	1971	100.0	34.6	39.1	24.5	1.8
	1981	100.0	32.6	45.9	20.4	1.1
	1986	100.0	25.8	52.9	20.3	1.0
Sales	1971	100.0	22.6	41.4	32.8	3.2
	1981	100.0	26.1	44.3	27.1	2.6
	1986	100.0	25.2	47.6	25.0	2.2
Service	1971	100.0	27.5	36.4	32.1	4.0
	1981	100.0	35.1	37.3	25.6	1.9
	1986	100.0	33.9	41.5	23.1	1.4
Farming and resource extraction	1971	100.0	24.7	34.9	34.4	6.0
	1981	100.0	26.2	38.5	29.4	5.9
	1986	100.0	22.9	41.8	28.7	6.5
Processing, fabricating and related	1971	100.0	21.2	47.1	30.0	1.7
	1981	100.0	24.5	48.2	26.5	0.9
	1986	100.0	18.7	53.9	26.6	0.8
Other	1971	100.0	30.7	36.9	25.9	6.5
	1981	100.0	32.6	33.1	26.3	8.0
	1986	100.0	31.0	41.5	23.3	4.2

Source:

1971, 1981 and 1986 Censuses of Canada, unpublished data

MAJOR LABOUR MARKETS

Three metropolitan areas account for one-third of Canadian employment. Tables 8 and 9 show, respectively, the distribution of the experienced labour force by industry and occupation for Montréal, Toronto and Vancouver in 1971, 1981 and 1986. The distributions of the labour force among occupations and industries show some marked differences among the three metropolitan areas.

Industries

Among industries, there is a near absence of jobs in *Farming and resource extraction* associated with the *Primary industries*, as might be expected in areas which are predominantly urban. Vancouver has a higher share of its labour force in the *Primary industries* than do Montréal or Toronto, reflecting the presence particularly of the offices of *Forestry and Mining* firms with operations in Western Canada. Montréal and Toronto have higher shares of their labour force and Vancouver a lower share involved in *Manufacturing* than does Canada as a whole. These concentrations reflect the status of Montréal and Toronto as the largest urban areas in Canada. Moreover, they are located in geographic regions which together account for most of Canada's industrial capacity. Producers locate in these large metropolitan areas to take advantage, among other things, of their pools of labour and the proximity of customers and of firms which provide them with goods and services. Vancouver, by contrast, is distant from the large industrial complex of Central Canada and it continues to rely heavily upon *Resource extraction*. The *Business and Distributive services industries* depend upon business activity and, accordingly, are found in all three centres in greater proportion than in Canada as a whole. *Consumer services* and *Social services* are related to the size of the population served. The numbers employed in these groups are therefore distributed across the country in nearly the same proportions as the population and the total labour force. *Public administration and defence* show lower proportions in the three

major areas than in Canada as a whole. There is a need for minimum numbers of municipal employees, even in the smaller centres. Large shares of provincial government labour forces as well as Canadian Forces bases are located outside these major centres.

Occupations

The distributions among occupations in the three areas reflect the distributions among industries. *Farming and resource extraction occupations* are very small proportions of the total labour force, even in Vancouver. *Processing and fabricating occupations* are present in proportions about equal to that of Canada as a whole, in spite of the relatively large proportions of workers in the *Manufacturing industry* in Montréal and Toronto. This apparent discrepancy reflects the fact that many workers associated with head office or regional office operations are located in those metropolitan areas, even though actual production takes place elsewhere. They are classified as being in the office-related occupations, but in the *Manufacturing industry*. The location of large shares of the office workers in *Manufacturing and Resource extraction* firms in the major areas also contributes to the greater proportions of office-related workers in these three areas than in Canada as a whole.

Growth Relative to Canada

Over the entire period 1971 to 1986, growth of the labour force in percentage terms was about equal in Toronto and Vancouver, with 57.8% and 55.1% respectively. Montréal's growth over the same period, while substantial, was slower at 36.2%. Employment in both Montréal and Toronto grew at slower rates between 1971 and 1981 than did Canadian employment as a whole, as revealed by their declining shares of the total; but since 1981, Montréal has continued to lose its share, whereas, Toronto's strong growth (by nearly 17% over five years) has increased its share significantly. Vancouver has continued to grow relative to the rest of the country.

Table 8. Total Experienced Labour Force by Industry, Showing Number, Percentage Distribution and Ratio of Number to Industry Total, for Montréal, Toronto and Vancouver, 1971, 1981 and 1986

Industry	Year	Number				Percentage distribution				Ratio of number to industry total		
		Canada	Montréal	Toronto	Vancouver	Canada	Montréal	Toronto	Vancouver	Montréal /Canada	Toronto /Canada	Vancouver /Canada
		'000				%				%		
TOTAL	1971	8,626.9	1,079.8	1,244.8	474.6	100.0	100.0	100.0	100.0	12.5	14.4	5.5
	1981	12,005.3	1,409.1	1,684.4	682.6	100.0	100.0	100.0	100.0	11.7	14.0	5.7
	1986	12,783.5	1,470.2	1,964.7	736.3	100.0	100.0	100.0	100.0	11.5	15.4	5.8
Primary	1971	720.0	6.0	12.0	13.7	8.3	0.6	1.0	2.9	0.8	1.7	1.9
	1981	828.9	8.7	14.3	17.5	6.9	0.6	0.9	2.6	1.0	1.7	2.1
	1986	846.0	10.4	18.3	19.3	6.6	0.7	0.9	2.6	1.2	2.2	2.3
Manufacturing	1971	1,707.3	276.7	315.6	78.8	19.8	25.6	25.3	16.6	16.2	18.5	4.6
	1981	2,219.4	325.5	390.6	96.3	18.5	23.1	23.2	14.1	14.7	17.6	4.3
	1986	2,154.0	301.6	435.2	89.8	16.8	20.5	22.2	12.2	14.0	20.2	4.2
Construction	1971	538.2	51.0	76.5	32.0	6.2	4.7	6.1	6.8	9.5	14.2	6.0
	1981	752.4	59.0	89.4	44.6	6.3	4.2	5.3	6.5	7.8	11.9	5.9
	1986	731.9	68.0	102.2	43.7	5.7	4.6	5.2	5.9	9.3	14.0	6.0
Distributive services	1971	1,019.9	153.6	161.7	79.0	11.8	14.2	13.0	16.6	15.1	15.9	7.7
	1981	1,494.1	212.2	235.8	111.7	12.4	15.1	14.0	16.4	14.2	15.8	7.5
	1986	1,527.0	209.4	261.0	112.8	11.9	14.2	13.3	15.3	13.7	17.1	7.4
Business services	1971	566.8	98.7	136.8	47.0	6.6	9.1	11.0	9.9	17.4	24.1	8.3
	1981	1,101.8	157.9	254.6	89.4	9.2	11.2	15.1	13.1	14.3	23.1	8.1
	1986	1,267.1	179.6	314.8	102.5	9.9	12.2	16.0	13.9	14.2	24.8	8.1
Consumer services	1971	1,623.3	198.4	243.2	106.3	18.8	18.4	19.5	22.4	12.2	15.0	6.5
	1981	2,637.0	305.0	369.4	163.8	22.0	21.6	21.9	24.0	11.6	14.0	6.2
	1986	3,011.7	341.9	436.2	201.7	23.6	23.3	22.2	27.4	11.4	14.5	6.7
Social services	1971	1,129.8	139.4	144.4	59.4	13.1	12.9	11.6	12.5	12.3	12.8	5.3
	1981	1,680.8	208.6	195.4	95.3	14.0	14.8	11.6	14.0	12.4	11.6	5.7
	1986	1,883.9	227.4	236.2	102.7	14.7	15.5	12.0	14.0	12.1	12.5	5.5
Public administration and defence	1971	639.6	56.0	66.9	22.3	7.4	5.2	5.4	4.7	8.8	10.5	3.5
	1981	886.6	77.4	84.4	37.9	7.4	5.5	5.0	5.5	8.7	9.5	4.3
	1986	950.1	80.4	94.4	39.5	7.4	5.5	4.8	5.4	8.5	9.9	4.2
Other	1971	681.9	100.1	87.8	36.1	7.9	9.3	7.1	7.6	14.7	12.9	5.3
	1981	404.3	54.7	50.6	26.1	3.4	3.9	3.0	3.8	13.5	12.5	6.5
	1986	411.8	51.6	66.4	24.3	3.2	3.5	3.4	3.3	12.5	16.1	5.9

Source:
1971, 1981 and 1986 Censuses of Canada, unpublished data.

Table 9. Total Experienced Labour Force by Occupation, Showing Number, Percentage Distribution and Ratio of Number to Occupation Total, for Montréal, Toronto and Vancouver, 1971, 1981 and 1986

Occupation	Year	Number				Percentage distribution				Ratio of number to occupation total		
		Canada	Montréal	Toronto	Vancouver	Canada	Montréal	Toronto	Vancouver	Montréal /Canada	Toronto /Canada	Vancouver /Canada
		'000				%				%		
TOTAL	1971	8,626.9	1,079.8	1,244.8	474.6	100.0	100.0	100.0	100.0	12.5	14.4	5.5
	1981	12,005.3	1,409.1	1,684.4	682.6	100.0	100.0	100.0	100.0	11.7	14.0	5.7
	1986	12,783.5	1,470.2	1,964.7	736.3	100.0	100.0	100.0	100.0	11.5	15.4	5.8
Managerial and administrative	1971	372.2	65.1	74.1	21.0	4.3	6.0	6.0	4.4	17.5	19.9	5.6
	1981	814.0	114.3	156.5	52.8	6.8	8.1	9.3	7.7	14.0	19.2	6.5
	1986	1,009.0	140.1	209.8	65.8	7.9	9.5	10.7	8.9	13.9	20.8	6.5
Professional	1971	1,093.1	147.8	164.1	61.4	12.7	13.7	13.2	12.9	13.5	15.0	5.6
	1981	1,797.7	231.5	257.7	107.5	15.0	16.4	15.3	15.7	12.9	14.3	6.0
	1986	2,048.8	261.0	318.0	122.6	16.0	17.8	16.2	16.6	12.7	15.5	6.0
Clerical	1971	1,373.6	213.3	277.5	88.7	15.9	19.8	22.3	18.7	15.5	20.2	6.5
	1981	2,190.6	301.1	395.6	143.3	18.2	21.4	23.5	21.0	13.7	18.1	6.5
	1986	2,260.1	301.2	427.6	143.2	17.7	20.5	21.8	19.5	13.3	18.9	6.3
Sales	1971	815.7	108.5	129.2	55.9	9.5	10.0	10.4	11.8	13.3	15.8	6.8
	1981	1,146.3	142.9	171.3	75.3	9.5	10.1	10.2	11.0	12.5	14.9	6.6
	1986	1,267.4	155.1	209.9	88.2	9.9	10.5	10.7	12.0	12.2	16.6	7.0
Service	1971	969.9	108.1	118.6	58.7	11.2	10.0	9.5	12.4	11.1	12.2	6.1
	1981	1,431.1	155.0	172.5	85.4	11.9	11.0	10.2	12.5	10.8	12.1	6.0
	1986	1,621.4	165.1	204.2	107.1	12.7	11.2	10.4	14.5	10.2	12.6	6.6
Farming and resource extraction	1971	665.8	7.6	13.9	13.1	7.7	0.7	1.1	2.8	1.1	2.1	2.0
	1981	705.3	10.2	16.6	14.7	5.9	0.7	1.0	2.2	1.4	2.4	2.1
	1986	732.5	12.9	21.2	17.9	5.7	0.9	1.1	2.4	1.8	2.9	2.4
Processing, fabricating and related	1971	2,431.7	298.0	348.2	132.0	28.2	27.6	28.0	27.8	12.3	14.3	5.4
	1981	3,323.0	385.8	434.6	168.0	27.7	27.4	25.8	24.6	11.6	13.1	5.1
	1986	3,209.0	369.0	473.9	158.6	25.1	25.1	24.1	21.5	11.5	14.8	4.9
Other	1971	904.9	131.5	119.3	43.8	10.5	12.2	9.6	9.2	14.5	13.2	4.8
	1981	597.5	68.4	79.5	35.6	5.0	4.9	4.7	5.2	11.4	13.3	6.0
	1986	635.3	65.8	100.2	32.8	5.0	4.5	5.1	4.5	10.4	15.8	5.2

Source:

1971, 1981 and 1986 Censuses of Canada, unpublished data.

Specialization

The last three columns of Tables 8 and 9 may be used to examine both the extent to which each of the three areas specializes in particular industries and occupations and the trends in specialization.

The figures show, for each industry or occupation, the share of each area's employment in total Canadian employment in the same industry or occupation. If the share is greater in the particular category than it is for the total labour force, it is defined in this study as specialization. For example, Table 8 shows that in 1986, Vancouver's employment in *Business services* was 8.1% of all Canadian employment in this industry, whereas, its employment in all industries combined was only 5.8% of the national total. According to this definition, Vancouver specializes in *Business services*.

As would be expected from the preceding discussion, specialization exists in Montréal and Toronto in *Manufacturing* and in all three areas in *Business* and *Distributive services*. Among occupations, specialization is in the white collar categories.

There are marked patterns in the growth and decline of specialization as among the three areas. In *Manufacturing*, the specialization that Montréal and Toronto initially enjoyed was reduced during the 1970s as activity became more evenly spread over the country. Since 1981, Toronto has rebounded, while Montréal has continued to decline. A similar pattern can be observed for the *Distributive services* and the *Business services*, categories in which all three areas specialize. Vancouver's and Toronto's shares have stabilized or increased in the more recent period after initial declines. For Montréal, after substantial losses in the 1970s, *Distributive services* has continued to decline. Business Services also declined during the 1970s, but has come close to stabilizing. A similar pattern has occurred among the occupation groups. Montréal's specialization in the white collar occupations has decreased in both periods. For Toronto and Vancouver, the pattern has been a decrease from 1971 to 1981, followed by stabilization or increase in specialization, from 1981 to 1986.

CONCLUSION

Two major factors have motivated the observed trends in employment by industry and occupation during the period 1971 to 1981. These factors have been the rapid growth of the population of labour force age and the entry of large numbers of women who previously remained out of the labour force.

In the more recent 1981 to 1986 period, the previously rapid growth rate in the labour force has subsided. Both of the sources of growth which were so important between the 1971 and 1981 period became much less so in the later period.

Some broad, long-term trends have continued. Among industries, the *Services* are still growing more rapidly than are *Manufacturing* and *Construction*, and the resource-based *Primary industries* are the least rapidly growing of all. These trends reflect both greater productivity growth in goods production and, more recently, a growing demand for services. Among occupations, managers, administrative personnel and professionals have continued to represent a larger share of total employment, reflecting an increasing complexity of business operations and a concomitant need for workers who process information rather than materials. The share of women in the labour force continues to grow. Even though the number of women entering the labour force each year has decreased greatly since the period 1971 to 1981, the labour force grew by four women for every additional man between 1981 and 1986.

Some other trends which were very pronounced in the 1970s have slowed considerably in the 1981 to 1986 period. Compared with their increased shares across the white collar occupations generally between 1971 and 1981, women's gains in employment shares have been limited primarily to the *Managerial and administrative occupations* in the succeeding five years. The major labour markets — Toronto, Montréal and Vancouver — specialized in *Business* and *Distributive services* at the beginning of the 1971 to 1986 period. They grew less rapidly in employment in these sectors than did Canada as a whole during the 1970s. As the rapid increase in employment of that decade has been absorbed by the economy, however, these major centres have been stabilizing or even regaining their shares in these sectors of specialization. The recoupment has been less for Montréal than it has been for Toronto and Vancouver.

FOCUS ON CANADA

ORDER FORM Mail to: Publication Sales Statistics Canada Ottawa, K1A 0T6 (Please print) Company: _____ Dept.: _____ Attention: _____ Address: _____ City: _____ Tel: _____ Province: _____ Postal Code: _____	<input type="checkbox"/> Purchase Order Number (please enclose) _____ <input type="checkbox"/> Payment enclosed \$ _____ CHARGE TO MY: <input type="checkbox"/> MASTERCARD <input type="checkbox"/> VISA <input type="checkbox"/> Statistics Canada Account No: _____ Expiry Date _____ <input type="checkbox"/> Bill me later My client reference number is: _____ Signature: _____
---	---

Please indicate the number of copies of each study you wish to order.

Total cost

Canada = number of copies x \$10.00 = _____

Other Countries = number of copies x \$11.00 = _____

Cheques or money orders should be made payable to the Receiver General for Canada/Publications, in Canadian funds or equivalent. PF 02995

Reference Number	Description	Quantity	PRICE	
			CANADA	Other Countries
98-120	Canada's Population from Ocean to Ocean Provides a historical overview of population changes and regional distributions.		10.00	11.00
98-121	Canada's Seniors Reviews the growth in the size of the elderly population and its changing composition.		10.00	11.00
98-122	Canada's North, A Profile Presents a demographic and socio-economic profile of the population living in the northern regions of Canada.		10.00	11.00
98-123	The Inner City in Transition Examines changes in the demographic, socio-cultural and economic characteristics of the population in the inner cities of selected metropolitan areas.		10.00	11.00
98-124	Canada's Youth Presents a demographic and socio-economic profile of the young population of Canada.		10.00	11.00
98-125	Women in the Labour Force Analyses the three segments of the adult female population: the employed, those in transition and those not in the labour force.		10.00	11.00
98-126	A Profile of the Disabled in Canada Presents a profile of the disabled based on data from the 1986 Census and a post-census sample survey.		10.00	11.00

FOCUS ON CANADA

Reference Number	Description	Quantity	PRICE	
			CANADA	Other Countries
98-127	Families in Canada Describes recent demographic trends and their role in creating a diversity of families in Canada.		10.00	11.00
98-128	Family Income Examines changes in family income between 1980 and 1985 by selected characteristics. The relative position of various regions is highlighted.		10.00	11.00
98-129	Employment Income Highlights the major differences in the employment income of various population groups.		10.00	11.00
98-130	Affordability of Housing Focuses on how much Canadians spend on housing in relation to their income.		10.00	11.00
98-131	Canada - A Linguistic Profile Analyses the evolution of the diversity of languages, the strength of the English language to attract and assimilate other languages and the progress towards a bilingual society.		10.00	11.00
98-132	Ethnic Diversity in Canada Reviews the changing ethnic profile of Canada and examines the applicability of cultural mosaic and melting pot concepts to the Canadian situation.		10.00	11.00
98-133	Canada's Farm Population Presents a brief historical review of the changes in farm population and analyses demographic and other characteristic differences between farm and non-farm populations.		10.00	11.00
98-134	Educational Attainment of Canadians Highlights the changes in the educational stock in Canada over the last quarter of a century. Special attention is devoted to an analysis of major fields of study.		10.00	11.00
98-135	Trends in Occupation and Industry Presents an industry-occupation employment structure and includes trend analysis between 1971 and 1986.		10.00	11.00